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ABSTRACT

This book explores the latest developments in the theory and practice of career development, as seen by 21 professionals in the field. The study is organized in four parts that cover the following areas: the latest thinking about career theory; the career stages of exploration, establishment, maintenance, and decline; current thinking about the resources and interventions available to individuals in organizational settings, including computer-based systems, innovative approaches to assessment, and the role of managers in providing career counseling assistance; and the future--ways that organizations are changing and the implications of those changes for the way career programs are designed and delivered. The following 21 chapters are included: "Career Development: Theories and Models" (Minor); "Toward a Comprehensive Theory of Career Development" (Super); "Career Theory in a Dynamic Context" (Arthur); "Career Services in Community and Junior Colleges" (Floyd); "Career Development and the Liberal Arts Student" (Leape); "Career Counseling with College Students in Science and Engineering" (Asmundson); "Career Management for MBAs" (Shinkman); "New Employees: A Career Development Challenge" (Leibowitz, Schlossberg, and Shore); "Help for New Managers: Cultivating Critical Resources" (Hill); "Job as Classroom: Using Assignments to Leverage Development" (White); "Career Anchors and Job/Role Planning: The Links between Career Planning and Career Development" (Schein); "Development through Mentoring: A Strategic Approach" (Kram, Bragar); "Strategic Management Development: Linking Organizational Strategy, Succession Planning, and Managerial Learning" (Hall, Seibert); "Career and Retirement Counseling for Older Workers" (Meyers); "The Career Development Professional" (Sywak); "The Manager's Role in Career Counseling" (Souerwine); "Career Development for Nonexempt Employees: Issues and Possibilities" (Leibowitz, Feldman, and Mosley); "New Directions in Career Assessment" (Savickas); "Computer-Based Career Development Systems across the Lifespan" (Harris-Bowlsbey); "Changing the Conditions of Work: Implications for Career Development" (Bailyn); and "Career Paths in Flexible Organizations" (Walker). (KC)